



## Why Resilience?

Building work life resiliency is critical. Resilience enhances job performance by supporting adaptability, problem solving, and perseverance, and it also supports our well-being by protecting us against burnout.

## How Resilient Are You?

Your survey responses indicate you are resilient and effectively navigate challenges and bounce back from setbacks. Others likely see you as someone who is reliable and confident, and who recovers quickly from disappointing outcomes.

## Leaning into Your Natural Strength Toward Resiliency

Although your high score indicates resiliency comes naturally to you, there may be some low effort “easy wins” for you to further reduce stress by leveraging your natural strengths in this area. Consider the following strategies:

**Practice Self-Compassion:** Practicing self-compassion means treating yourself kindly when facing setbacks, just as you would a friend. It involves acknowledging your own suffering, faults, and mistakes without harsh judgment or self-criticism.

With self-compassion, you reduce the negative self-talk that often accompanies stressful situations. Instead of magnifying your failures and amplifying stress, comfort yourself and promote a sense of calm and acceptance. Acknowledge the effort you put in and remind yourself that everyone has disappointing outcomes at times. Self-compassion will help you to bounce back from failure more quickly.

**Team up with a Resilience Buddy:** Pair up with a resilience buddy, someone who is also looking to improve their resilience. You can share experiences, offer advice, and provide support to each other.

**Set and Pursue Realistic, Achievable Goals:** Setting and achieving realistic goals can provide a sense of control and forward momentum, which can help shift focus away from any negative thoughts and boost your confidence. When expectations are too high, you may be setting yourself up for stress and disappointment. This doesn't mean you shouldn't aim high, but it's essential to balance ambition with realism to avoid undue stress. Setting realistic, achievable goals is part of effectively managing your stress.

**Cultivate Optimism:** Optimism acts as a buffer against stress. An optimistic outlook enables you to see setbacks as temporary, isolated events rather than pervasive, enduring failures. Optimists view challenges as opportunities to learn and grow rather than threats. This positive perspective will help you remain calm and composed in stressful situations, reduce worry about future setbacks, and bounce back from adversity more quickly.

**Feedback Reflection:** Whenever you receive feedback, take time to reflect on it, looking for the learning opportunities within it. Practice responding to feedback with a focus on what you can learn

and how to improve, rather than getting defensive or upset.

**Seek Support:** We are social beings, and having a support network to lean on can significantly reduce our stress levels. Sharing our concerns and challenges with others can provide emotional relief, validate our feelings, make our problems seem more manageable, and offer fresh perspectives or advice. Furthermore, knowing we are not alone in our struggles can give us a sense of belonging and comfort, reducing feelings of isolation and stress. Support may come from a mentor, coach, or trusted colleague. They can provide perspective, advice, and encouragement.

**Strengthen Your Growth Mindset:** A growth mindset, as defined by psychologist Carol Dweck, is the belief that one's abilities and intelligence can be developed with effort, learning, and persistence. It contrasts with a fixed mindset, which sees abilities and intelligence as largely unchangeable. Embracing a growth mindset in the workplace can mean viewing challenges, mistakes, and rejections as opportunities to learn and grow rather than as dead ends or deficiencies.

## Watch Out for Overuse

Resilience is a positive quality that enables you to bounce back from adversity and to cope with and adapt to challenges and change. However, a high level of resilience doesn't make you immune to stress and burnout.

In fact, individuals who have a high degree of resilience like you might be at risk of overlooking their own stress levels because they're so used to coping with challenges. They may push themselves too hard, believing they can handle any amount of pressure. This can lead to an accumulation of stress over time, which might eventually result in burnout.

Another potential issue arises if someone's resilience leads them to accept and cope with unhealthy levels of stress or adverse work conditions, instead of advocating for necessary changes.

For these reasons, it's important for you to regularly check in with your mental and physical well-being, set boundaries, and practice self-care. Empower yourself to voice concerns and advocate for healthier work conditions when necessary. Stress management techniques, mindfulness practices, and seeking social support can all be important parts of maintaining well-being alongside resilience.



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